



Nursing Board News

MASSACHUSETTS BOARD OF REGISTRATION IN NURSING

Vol. 7 No. 1 □ Summer 2001

New Regulations in Effect

All Nurses Now Have a Duty to Report, Board Clarifies Patient Abandonment

After several years of development and an extended public hearings process, the Board of Registration in Nursing promulgated its new consumer protection regulations on October 13, 2000. The new *Actions on Complaints* regulations define the types of actions the Board may take after a complaint against a nurse's license has been filed. The *Standards of Conduct* regulations notify nurses, their employers and consumers about the standards the Board expects of all licensed nurses. The new regulations are found at 244 Code of Massachusetts Regulations (CMR) 7.00 and 9.00 respectively.

The text of all of the Board's regulations are available on the Board's web

site at www.state.ma.us/reg/rn, under "Rules and Regulations." All nurses are accountable to comply with all applicable Board regulations.

The new regulations primarily incorporate existing nursing practice standards and disciplinary practices that have been applied and enforced for years. Examples of such conduct are that nurses not abuse their patients, that nurses practice only while holding an active license, and that nurses maintain professional boundaries with their patients.

The Duty to Report

The most significant new standard of conduct requires the nurse to report

three serious violations directly to the Board. Each nurse now has a duty to report when he or she directly observes: 1) another nurse's impaired practice; 2) another nurse abusing a patient; and 3) another nurse's diversion of controlled substances. The Board deliberately limited the duty to report to actions which clearly place patient safety at risk and which the reporting nurse personally observed. Many other licensing boards require their licensees to report violations committed by other practitioners. This reporting has proven to be a useful tool in identifying problem behaviors worthy of Board examination, and in enhancing public protection.

Continued on page 6

Planning for the Future We Need Your Help!

Very little information is available about the current and future nurse workforce in our state. The Massachusetts Colleagues in Caring Collaborative (CIC) has recently developed a survey to create a profile of nurses holding Massachusetts licenses, including who they are, where they work, how they are educated and what their future career plans are.

During the coming months, the Collaborative will be sending the survey to a random sample of Massachusetts nurses. Individual survey responses will be completely confidential. Although your participation is

voluntary, *your response to the survey is your opportunity to contribute to the future of nursing in Massachusetts.* When available, a summary of the survey results will be posted on the Colleagues in Caring Collaborative web site, available through the Board's home page.

The CIC is one of 25 state initiatives recognized by the national Colleagues in Caring project office, funded by the Robert Wood Johnson Foundation. The CIC is a unique workgroup consisting of the Board, the Center for Health Professions at Worcester State College, the Licensed Practical Nurses of Massachusetts, the Massachusetts Association of Colleges of

Nursing, the Massachusetts Nurses Association, the Massachusetts Organization of Nurse Executives, and the Massachusetts/Rhode Island League for Nursing.

The Collaborative's goal is to assure a sufficient supply of appropriately skilled nurses for the future. The first CIC project is the nurse supply survey, with the responses analyzed in relation to data describing the demand for nursing care. This analysis will serve as quantifiable evidence to advocate for the appropriate nurse population of the future. On-going supply and demand data collection and analysis projects are planned.

The mission of the Board of Registration in Nursing is to protect the health, safety and welfare of the citizens of the Commonwealth through the fair and consistent enforcement of the statutes and regulations governing nursing practice and education.

The Massachusetts Board of Registration in Nursing

Executive Branch

Jane Swift, *Acting Governor
Commonwealth of Massachusetts*
Jennifer Davis Carey, *Director
Office of Consumer Affairs*
William G. Wood, *Director
Division of Professional Licensure*

Board Members

Rachel E. Tierney, PhD, RN, CS
Chairperson
Linda Donoghue, MPA, RN
Vice-Chairperson
Ellen Andrews, MSN, MHA, RN
Leo Bachand, Public Member
Janet Dewan, MS, RN, CRNA
Maura Flynn, LPN
Gail F. Kerwood, MEd, RN
Marie B. McCarthy, MS, RN
Barbara McCool, LPN
Ann M. Montminy, MS, RN

Board Staff

Theresa M. Bonanno, MSN, RN
Executive Director
Rula Harb, MS, RN
Associate Director
Cornelia Borden, RN
SARP Coordinator
R.Gino Chisari, MSN, RN
Nursing Practice Coordinator
Patricia Rossetti, MS, DMD, JD
Discipline Program Coordinator
Carol Silveira, MS, RN
Nursing Education Coordinator
Joelle Stein, Esq.
Board Counsel
Thaddeus Swank, Esq.
Assistant Board Counsel

Svetlana Abramova, *Receptionist*
Stewart Allen, *Endorsement Assistant*
Michael E. Bearse, *Verification,
Administrative Assistant*
Sandra Bonwitt, *Supervisor,
Administrative Assistant*
Kristen A. Doran, *Discipline
Administrative Assistant*
Gerard Galvin, *Supervisor,
Administrative Assistant*
Gilbert Imbacuan, *SARP Assistant*
James Judge, *Advanced Practice,
Administrative Assistant*

Purpose

The purpose of the *Nursing Board News* is to inform licensed nurses of current nursing laws and regulations, Board policies and activities, and issues pertaining to the regulation of nursing practice and education.

The *Nursing Board News* is the official publication of the Massachusetts Board of Registration in Nursing. The newsletter is mailed at bulk rates. Authorization is granted to reproduce items; acknowledgement is appreciated.

Board Member and Staff Transitions

Comings...

On April 13, 2001, Acting Governor Jane Swift appointed **Gail Kerwood** to the Board's nursing service administrator seat. Ms. Kerwood is the Vice-President of Patient Care/Hospital Operations at the North Adams Regional Hospital in North Adams. Ms. Kerwood, a graduate of the Burbank Hospital School of Nursing, earned a baccalaureate degree from American International College and holds a masters degree from North Adams State College. She brings an extensive background of management experience, including holding vice-president positions at the Deaconess-Nashoba Hospital and at the Berkshire Medical Center.

The Board also recently welcomed staff member **R. Gino Chisari** to his position as Nursing Practice Coordinator. Mr. Chisari has 18 years of acute care and nursing education experience. His immediate previous position was that of clinical nurse specialist at the Massachusetts General Hospital implementing an all RN model of care delivery on 25 bed acute medical unit.

...And Goings

Having contributed over 10 years of outstanding leadership, **Anna Yoder** has

completed her tenure as nursing service administrator representative on the Board of Nursing. When her own six year term expired in 1998, including two years as vice chairperson and two years as chairperson, Ms. Yoder continued to serve as a Board member until her replacement was named. In addition to her Massachusetts Board activities, Ms. Yoder served on the Board of Directors of the National Council of State Boards of Nursing.

After sharing nearly six years of expert perspective from LPN practice, **Barbara Hamm** completed her dedicated service on the Board in November 2000. During her tenure with the Board, Ms. Hamm participated as an active and valued member of the Board's Complaint Committee. Ms. Hamm's wisdom and insight were highly respected. In addition to her extensive nursing knowledge, Ms. Hamm brought with her all that she learned while raising her family of eight children.

The commitment of both Ms. Yoder and Ms. Hamm to the Board's public protection mandate was exemplary, and their countless hours of volunteer work are greatly appreciated.

In Memory

Ora DeJesus was appointed to the Board's BSN Educator seat in 1992 and served in that capacity until her untimely death in July 2000. Her nursing career spanned 42 distinguished years. She touched countless numbers of patients, students and colleagues through her kindness and compassion for the human spirit.

Ms. DeJesus was an unheralded champion and passionate advocate for elders. She pioneered many programs to promote safe nursing education and practice and quality healthcare for them. In 1992, she served as member of the Legislative Task Force to Restructure Long Term Care in Massachusetts and also served as facilitator for the first Governor's Conference on Aging held in Southeastern Massachusetts.

In 1994 and 1995, Ms. DeJesus was appointed to the White House Conference on Aging, and in 1998, she was appointed to the Citizens Advisory Committee to the Executive Office of Elder Affairs.

Ms. DeJesus graduated from the LPN program at the Taunton Vocational High School and the RN program at Newton Junior College. She earned her bachelor's degree in nursing from Salve Regina College in 1975 and her Master's in Nursing from Boston University in 1976. She was awarded her certificate as a Geriatric Nurse Practitioner in 1977.

At the time of her death, Ms. DeJesus was Associate Professor in Nursing as well as Executive Director of the Gerontology Center at the University of Massachusetts, Dartmouth. We deeply miss our beloved Board member, friend, leader and citizen of the Commonwealth.

Make a Difference - Opportunities Await You

Did you ever consider participating in the work of the Board? Serving as a Board member or on a Board-appointed panel or committee is a stimulating and challenging experience for individuals willing to contribute to promoting and achieving the Board's mission.

Board Membership

The Board of Registration in Nursing is comprised of 13 volunteer members appointed by the Governor for three year terms. The law designates specifically that Board membership includes 9 registered nurses, 3 licensed practical nurses and 1 public member.

Board members may serve a maximum of two consecutive terms in the same seat, and may continue to serve after their term has expired until a replacement is appointed. Currently, the LPN seat, a direct care RN seat and the baccalaureate and higher degree educator seat are vacant. In addition, terms are open for the public member, an LPN representative, the diploma school educator and two advanced practice representatives.

Prospective Board members must be willing to commit to the responsibilities and duties of Board work, which require at least two full days each month. Board members are also eligible to participate in the activities of the National Council of State Boards of Nursing. Nursing Board members must be aware of current trends and issues within the nursing profession and health care issues. The law requires the Board's public member to be knowledgeable in consumer health

concerns and not be associated, directly or indirectly, with the provision of health care.

Board member candidates must send a letter of interest, a resume and letters of support to Governor Swift. For further details on the Board appointment process, contact the Director of Professional Licensure.

Board Member Specifics

At the time of appointment or reappointment, nurse appointees must

- be licensed as a nurse in the Commonwealth
- have at least eight years of experience in nursing practice in the ten years immediately preceding the appointment
- be currently employed in nursing in the Commonwealth

The nurse members must include

- 3 LPNs
- 4 RN educators, 1 from each of the following programs;
associates degree; LPN; diploma;
and baccalaureate (and higher)
- 2 RNs who provide direct patient care
- 2 RNs authorized as advanced practice nurses
- 1 RN nursing service administrator

Board-Appointed Service

To support and enhance the Board's

mission, the Board depends on other nurse and public member volunteers to assist in aspects of its work. Do you have an interest in nursing practice or education issues or an expertise you'd like to share?

The Substance Abuse Rehabilitation

Evaluation Committee members are chosen for their knowledge in the field of substance abuse and/or psychiatric disorders. Members meet monthly in closed session to evaluate SARP applicants, recommend individualized rehabilitation programs and monitor the recovery of SARP participants. Contact Connie Borden for information.

The **Nursing Education Advisory Panel** is comprised of licensed nurses representing both nursing service and all levels of nursing education. NEAP meets on an ad hoc basis to advise the Board on issues related to nursing education. For information contact Carol Silveira.

The **Nursing Practice Advisory Panel** assists the Board in making decisions about nursing practice questions. The group consist of nurse clinicians and administrators with a wide variety of nursing experience. The group meets monthly to discuss formal practice inquiries that come into the Board. For more information contact Gino Chisari.

The **Advanced Practice Advisory Panel** includes clinical nurse specialists as well as representatives from all categories of advanced practice nurses. The panel advises the Board on local and national issues and trends affecting the scope and nature of advanced practice nursing. For more information contact Gino Chisari

Board Testifies Before Legislators

During the fall of 2000, the Board presented oral testimony or submitted written testimony at each of the four public hearings convened by the Special Commission on Nursing and Nursing Practice. Topics covered include a general overview of the Board's duties and responsibilities, information regarding current trends in nursing education in the Commonwealth, an explanation of the features of the Nurse Licensure

Compact, and a review of the new standards of conduct regulations and other complaint resolution issues.

In May 2001, the Board testified before the Joint Committee on Health Care concerning two bills under consideration. The first bill provides protection from legal action against any individuals who in good faith submit information to the Board. The second bill requires the Board to approve

educational programs to train unlicensed persons to administer medications, provided the medications were not Schedule II drugs.

All of the Board's testimonies are published on the web site at www.state.ma.us/reg/rn, and then click on Board News.

Web Site Address

www.state.ma.us/reg/boards/rn

Massachusetts Board of Registration in Nursing

Summary of Board Activities FY 00

	FY 00	FY 99	Variance	FY 98
Number of Licensees				
The total number of nurses holding current Massachusetts RN and LPN licenses, including the total number, by category, of RNs holding advanced practice authorizations				
Registered Nurse (RN)	104,788	105,820	-1%	103,898
Licensed Practical Nurse (LPN)	22,445	22,701	-1%	23,103
Advanced Practice RNs				
Nurse Practitioners	4,106	3,798	8%	n/a
Nurse Midwives	396	384	3%	n/a
Nurse Anesthetists	815	798	2%	n/a
Psychiatric Clinical Specialists	914	885	3%	n/a
NCLEX Statistics				
The number of RN and LPN candidates who passed the National Council Licensing Examination and were issued initial licenses to practice nursing in Massachusetts				
RNs	2,110	2,113	0%	2,611
LPNs	646	678	-5%	782
Total	2,756	2,811	-2%	3,393
License Endorsements				
The number of RN and LPN licenses issued by endorsement (without examination) to nurses previously issued a nursing license in another U. S. jurisdiction				
RNs	2,258	1,739	30%	1,786
LPNs	170	191	-11%	185
Total	2,428	1,930	26%	1,971
License Verifications				
The number of Certified Statements of Licensure issued to verify that an individual holds or has held a Massachusetts RN or LPN license				
	4,768	4,995	-5%	4,491
Advanced Practice Authorizations				
The number of new Advanced Practice Authorizations, listed by the four approved categories, issued to qualified RNs.				
Nurse Practitioner	375	447	-16%	425
Nurse Midwife	27	30	-10%	32
Nurse Anesthetist	45	41	10%	41
Psychiatric Clinical Specialist	35	57	-39%	36
Total	482	575	-16%	534
Nursing Education Programs				
The number of approved RN and LPN education programs in the Commonwealth that prepare students for initial licensure				
BSN and Higher Degree	16	16		16
Associate Degree	21	21		20
Diploma	3	3		6
Practical Nursing	21	21		23
Total	61	61	0%	65
SARP Activities				
Statistics for the Board's Substance Abuse Rehabilitation Program (SARP), including the average number of active participants each month, the number of nurses newly admitted to the SARP (admissions), the number of nurses who successfully completed the Program by demonstrating five years of ongoing recovery (discharges), and the number of nurses who left the Program without successful completion (withdrawals/terminations)				
Participants	131	95	38%	82
Admissions	38	38	0%	34
Discharges	5	19	-74%	17
Withdrawals/Terminations	9	9	0%	11
Complaint Activities				
The number of complaint files closed by the Board listed by outcomes including: dismissal of the complaint due to lack of jurisdiction, insufficient evidence or an allegation that did not warrant discipline; license probations where the license was sanctioned but the nurse was allowed to continue to practice under certain conditions or stipulations; and loss of license sanctions where the nursing license was deemed no longer valid and the nurse was prohibited from continued practice and representation as a licensed nurse.				
Dismissals	216	262	-18%	207
Probations	23	70	-67%	27
Loss of License Actions (Suspension, Surrender, Revocation)	55	67	-18%	58
Total Cases Closed	294	399	-26%	292

It's 11 years and Counting for SARP

Since its first nurse licensees enrolled in 1990, the Board's Substance Abuse Rehabilitation Program (SARP) has been providing a valuable, and often times career-saving, opportunity for nurses who participate. Established by the Legislature in 1989 as one of the earliest programs of its kind by a licensing board, SARP has assisted hundreds of nurses in their recovery from substance abuse. Currently, the Program monitors just over 160 recovering nurses, the highest number of participants to date.

The law creating SARP explicitly requires the Board to "establish a rehabilitation program designed to assist nurses, whose competency has been impaired because of abuse disorders, to return to practice." SARP

is a voluntary, confidential program that provides structure and support for nurses who admit to having a substance abuse problem and who are committed to recovery. The Program serves as a non-disciplinary alternative for nurses who have substance abuse-related complaints filed against their licenses.

All nurses who participate in SARP enter into a five year treatment contract with the Board. To protect public safety, SARP monitors participants' recovery through reports from therapists, professional support groups, physicians and employers. SARP licensees also participate in a toxicology screening program and 12-step meetings and attend quarterly monitoring meetings with Board representatives.

The Board believes that chemical dependency is a bio-psychosocial disease

affecting the cognitive, spiritual, emotional and physical being of the individual. It also believes that nurses in recovery, given appropriate adaptations and accommodations, can safely continue or resume the practice of nursing. Many recovering nurses are vital contributors to the health care system.

At the end of the five-year participation in the SARP, it is expected that participants will be working as nurses without restrictions, and that they will be sober and integrated into the recovering community. SARP graduates often report that their self-esteem has been enhanced by their active participation in the rehabilitation program.

For additional information about SARP, please contact the Program's Coordinator, Connie Borden, through the Board office.

Frequently Asked Questions about CE

Have you asked them yourself?

Q: "How many CEUs (Continuing Education Units) do I need to renew my license?"

A: You need a total of *15 contact hours* of continuing education in the two years before your renewal date. One *contact hour* is 50 consecutive clock minutes of an organized learning experience such as a class, seminar or workshop. One *CEU* is equal to 10 contact hours.

Q: "Do I need to mail in my CE certificates when I renew my license?"

A: No. Do not send the Board your CE certificates unless you have been directly asked to do so by the Board.

Q: "How long do I have to keep my CE certificates?"

A: You must hold onto the CE certificates for 2 renewal cycles (4 years).

Q: "My work place doesn't offer CE and I have trouble finding classes that fit into my schedule. Can I earn my CE on-line?"

A: Yes. You can earn your CE for license renewal from a combination of sources including on-line, journal mail-in, or in person classes, seminars, and work shops. You may not use CPR recertification, or work-related basic inservices or orientation toward CE.

Q: "I want to develop and run a CE class for some of my nurse colleagues. How do I get the Board of Nursing to approve the class?"

A: The Board does not approve classes, programs or workshops for CE. However, the Board does define certain regulatory requirements for renewal-related CE. These will assist you in planning and implementing an offering and will assist nurses in selecting their CE for license renewal. These requirements are listed at 244 CMR 5.04. For approval of continuing education programs, please contact a nursing organization.

If you have other questions regarding CE, you may visit the Board's web site at www.state.ma.us/reg/boards/rn and click on 244 CMR 5.00, the full text of the Board's continuing education regulations.

Check out Online CE

The National Council of State Boards of Nursing offers online CE covering the role and responsibilities of the Board of Nursing and legal aspects of nursing practice in Massachusetts. The website address is www.nclex.com and click on Nurse Practice Act CE Course.

Board Issues Duty to Report Guideline to Assist Nurses

The Board has developed a guideline to assist nurses in their understanding of the Duty to Report Standard of Conduct at 244 CMR 9.03(26). As this newsletter goes to press, the Board had received a total of six such reports, three involving substance abuse while on duty and three involving the diversion of medications. In each instance, the reporting nurse was an eyewitness to the reportable conduct. The Board has opened a complaint in connection with each report.

Key points explained in the guideline are that

- The conduct of a nurse that must be reported is limited to abuse of a patient; the practice of nursing while impaired by chemical substances including alcohol or drugs, or both; and diversion of controlled substances.
- The reporting nurse must directly observe the conduct. The duty to report to the Board only applies when a licensed nurse personally observes reportable conduct or behavior of another nurse. A nurse who did not personally observe reportable conduct cannot rely on observations made by

another person when making a required report to the Board.

- Impairment by substance abuse must be reported only when the impairment occurs *while the nurse is engaged in his or her nursing responsibilities*. The duty to report does not apply when a licensed nurse observes another nurse colleague to be impaired at a social gathering or in any other circumstances not related to nursing practice.

- The duty to report is not delegable. A nurse who directly observes another nurse engaged in reportable conduct must make a report to the Board, in addition to making any other report required by law or regulation, such as the requirement to report child abuse, elder abuse and the abuse of a disabled person. The duty to report to the Board is also in addition to any reporting requirement that a nurse may have under any employment policy, condition, or agreement.

- All reports made to the Board in compliance with 244 CMR 9.03(26) shall be made honestly and in good faith. This guideline is available on the Board's website.

Reporting Procedure

To comply with the standard, the reporting nurse shall promptly submit a written report to the Board's Executive Director. The written report should be as complete as possible, including a detailed description of the reported nurse's conduct based on the personal observation and knowledge of the reporting nurse, including date(s), time(s), location(s), and specific observations and all other reasonably available information which may assist the Board in investigating and evaluating the report.

The report must include the signature of the reporting nurse and the date the report is written, as well as a statement by the reporting nurse that she or he is submitting the report honestly and in good faith.

Clarification of Voluntary Reporting to the Board

Effective October 13, 2000, a nurse is *required* to report to the Board the observed conduct identified in the *Duty to Report* Standard of Conduct. However, the Board continues to *encourage* nurses and others to report *voluntarily* to the Board other conduct of a nurse that places a patient's health, safety or welfare at risk.

New Regulations

Continued from page 1

The Massachusetts legislature has filed a bill creating immunity to any nurse who makes such a report in good faith. If passed, this legislation will serve as a reassurance to those reporting nurses that they will be protected from retaliation when fulfilling their professional duty. The Board testified in support of this bill and is following its progress.

Board Issues Policy on Patient Abandonment

In connection with the Standard of Conduct that states "A nurse licensed by the Board shall not abuse, neglect, mistreat, abandon, or otherwise harm a patient" (244 CMR 9.03(15)), the Board has issued a policy to use when evaluating any complaints which allege patient abandonment.

Under the policy, four critical elements must be present for patient abandonment to occur. Specifically, the nurse must have

1. accepted responsibility for patient care;
2. voluntarily withdrawn the care;
3. failed to give reasonable notice that the care was being withdrawn so that continuing care arrangements could be made; and
4. failed to report essential patient information to an appropriate person.

In addition, the policy states "Generally, the Board would not consider that patient abandonment has occurred when a nurse is asked to work beyond the nurse's established work schedule and informs the employer that she or he is unable to do so."

Summary Suspension Procedures Outlined

The Board's new procedures for the summary suspension of a nurse's license are contained within the new Action on Complaints regulations. Under this new regulation, the Board is authorized under specific circumstances, to summarily suspend a nurse's license and then to hold a hearing within seven days to determine whether or not to continue the suspension. The language of the regulations requires that summary suspension be imposed only in the most egregious of cases, and only when clear and reliable evidence exists that the nurse's continued practice will imminently endanger patients.

Text of the *New Standards of Conduct Regulations*

New Standards with Reporting Requirements

244 CMR 9.03(26): Duty to Report to the Board

A nurse who holds a valid license and who directly observes another nurse engaged in any of the following shall report that nurse to the Board in accordance with Board guidelines:

- (a) abuse of a patient;
- (b) practice of nursing while impaired by substance abuse;
- (c) diversion of controlled substances.

244 CMR 9.03(27): Change of Personal Data.

A nurse who holds a valid license shall inform the Board in writing within 30 days of any change of his or her name, address of record, or Social Security number.

244 CMR 9.03(28): Action Against Certificate.

A nurse who holds a valid license and who holds a certificate issued by a certifying body related to the practice of nursing shall report to the

Board in writing within 30 days any action against, or surrender of, his or her certificate issued by such certifying body.

244 CMR 9.04(3)(b): Controlled Substance Registrations

Notify the Board in writing of any surrender, suspension, revocation, or other action affecting the APN's federal or state controlled substances registrations, or both, within 30 days of such action. In the case of the surrender, suspension, or revocation of either registration, or both, the APN shall immediately cease all prescriptive practice.

244 CMR 9.04(4): Advanced Practice Certification

In order to maintain APN authorization and to engage in advanced practice nursing, an APN shall hold current professional advanced practice certification and shall submit documentation satisfactory to the Board of current certification with each application for Registered Nurse.

General Standards

244 CMR 9.03(8): Identification Badge

A nurse who holds a valid license and who examines, observes, or treats a patient in any practice

setting shall wear an identification badge which visibly discloses at a minimum his or her first name, licensure status and, if applicable, advanced practice authorization.

244 CMR 9.03(30): Practice under a False or Different Name

A nurse who holds a valid license shall engage in the practice of nursing only under the name in which such license has been issued.

244 CMR 9.03(44): Documentation

A nurse licensed by the Board shall make complete, accurate, and legible entries in all records required by federal and state laws and regulations and accepted standards of nursing practice. On all documentation requiring a nurse's signature, the nurse shall sign his or her name as it appears on his or her license.

244 CMR 9.04(6): Notice of Charges for Services

An APN engaged in independent billing for his or her services shall provide access to information regarding charges and methods of payment for services when requested by a patient or the patient's representative.

Educational Forums Held

In January at Becker College in Worcester, in March at the American International College in Springfield, and in April at Regis College in Weston, nurses from across the state attended three very successful Board-sponsored educational forums on the new regulations. Topics

consistently specified on the evaluations as the "most useful" included: a) the presentation of the new and important Standards of Conduct, b) Duty to Report information, c) clarification about patient abandonment, d) the complaint resolution process and e) actions on complaints. This is

significant since educating nurses about these topics, were the Board's primary objective in conducting the forums. The Board wishes to publicly thank the host colleges for their hospitality and cooperation. If you would like to host a forum at your agency, please contact the Board office.

Disciplinary Actions

The Board publishes the disciplinary actions it has imposed, and the probation and surrender agreements it has signed, as part of its duty to inform the public about nurses who have had action taken against their licenses. The Board is committed to the philosophy that the public, including consumers, nurse employers, and other nurses, have not only a right to know, but a need to know, which nurses' licenses have been disciplined.

The disciplinary actions listed below include: the nurse's name; type of license (RN or LPN); the license number; town of residence; the Board's docket number, type, length and effective date of the sanction; and the violation(s) for which the sanction was imposed. For further information, contact the Division of Professional Licensure's Office of Investigations at 727-7406 after 2 p.m., Monday through Friday.

Elizabeth A. Allen, RN 200694
Eastham, MA
RN-00-113. Indefinite surrender of right to renew effective 10/13/00. Physical and emotional abuse of resident.

Lisa M. Ambrosino, RN 204151
Revere, MA
RN-96-279. Suspension for 2 years, stayed, probation for 2 years effective 9/20/00. Fraudulent documentation of skilled nursing visits.

Linda S. Anderson, LPN 48270
Tewksbury, MA
LN-00-022. Surrender for 1 year effective 11/20/00. Failed to administer medications documented as administered. [Suspension terminated effective 3/2/01.]

Charlene M. Andrews, LPN 60755
Somerset, MA
LN-01-001. Probation for 2 years effective 1/19/00. Multiple criminal convictions.

Paul Jean Banville, RN/NA 137552
Ipswich, MA
RN-99-220. Probation for 3 years effective 12/27/00. Practiced impaired after knowingly inhaling nitrous oxide without a medical basis.

Maryann Bassma, RN 200762
Auburn, MA
RN-96-329. Surrender for 2 years effective 9/27/00. Failed to adhere to requirements of probation agreement.

Warren A. Beattie, RN 139759
Boston, MA
RN-96-081. Probation for 2 years effective 1/10/01. Reported to work with odor of alcohol on breath.

Anne Bedard, LPN 47503
Salem, MA
RN-95-109, LN-99-092. Surrender for 3 years effective 9/20/00. Failed to properly document administration of controlled substances.

Matthew Blast, RN 182663
Gardner, MA
RN-96-004, RN-99-123. License resignation effective 12/13/00. Two criminal convictions; drug diversion.

Nan Boe-Gallagher, RN 197957
Taunton, MA
RN-00-063. Surrender for 3 years effective 6/5/00. Failed to document administration of controlled substances; drug diversion.

Robin M. Boyle, LPN 54767
Methuen, MA
LN-00-021. Probation for 2 years effective 12/4/00. Failed to administer medications documented as administered.

Denise M. Bradley, LPN 52842
New Bedford, MA
LN-99-050. Suspension for 1 year, stayed, probation for 2 years effective 12/21/00. Knowingly administered four times dose of medication ordered by physician; failed to document and subsequently refused to document the medication administration.

Kelly Bresnahan, RN 205381
Boston, MA
RN-97-238. Suspension for 3 years effective 4/6/01. Documented administration of controlled substances without an order; improperly documented administration of controlled substances; drug diversion.

Kimberly A. Bretton, RN 182309
Hull, MA
RN-01-098. Surrender for 3 years effective 10/21/00. Terminated from the SARP for failure to comply with SARP treatment contract.

Francis J. Brillo, LPN 48361
Somerset, MA
LN-00-028. Indefinite surrender effective 5/24/00. Engaged in sexually inappropriate behavior; committed indecent assault and battery on a home care client.

Kathleen Broderick, RN 113043
Ludlow, MA
RN-00-022. Probation for 3 months effective 1/30/01. Failed to adhere to accepted standards for the nurse management role. [Probation terminated effective 4/30/01.]

Wendy Budden, LPN 43097
Brockton, MA
LN-98-070. Surrender for 3 years effective 9/8/98. Improper conduct in connection with the administration and documentation of controlled substances.

Judith Buss, RN/NM 123736
Merrimac, MA
RN-00-049. Probation for 1 year effective 6/19/00. Failed to appropriately assess high-risk, pregnant patient and fetus; failed to appropriately analyze and act upon available data.

Andrew S. Bwanika, RN 215837
Waltham, MA
RN-00-002. Probation for 1 year effective 3/30/01. Failed to adhere to accepted standards of nursing practice for the care of a newly admitted patient.

Christine Napert Cabral, RN 106964
Fall River, MA
RN-95-040. Surrender for 3 years effective 3/8/99. Terminated from the SARP for failure to comply with SARP treatment contract.

Amy Canelli, RN 223519
Philmont, NY
RN-00-021. Probation for 1 year effective 3/8/01. Administered incorrect doses of medication to patient via an intra-peritoneal dialysis catheter; improper medication administration and documentation.

Michael Carr, LPN 42319
Boston, MA
LN-97-098. Surrender for 3 years effective 4/24/01. Failed to comply with the Standards of Conduct regulations and GL c. 112, s. 61.

Jan M. Chesson, RN 209764
Lawrence, MA
RN-97-205, RN-99-140. Surrender for 3 years effective 10/13/00. Terminated from the SARP for failure to comply with SARP treatment contract.

Jeanne T. Clancy, RN 204435
W. Yarmouth, MA
RN-98-164. Probation for 2 years effective 5/9/00. Improper administration and documentation of controlled substances.

Shirley A. Clemence, LPN 19044
Charlton, MA
LN-99-126. Probation for 1 year effective 7/12/00. Failed to report significant changes in patient's condition to physician in timely manner.

David Wayne Coito, RN 191396
New Bedford, MA
RN-98-214. Probation for 1 year effective 5/15/00. Improper documentation of controlled substances.

Diane Concilio, RN 200982
Jamaica Plain, MA
RN-98-048. Suspension for 1 year effective 1/28/01. Engaged in gross misconduct in physical contact with a patient and emotionally abused the patient.

Judith M. Connell, RN 73877
S. Boston, MA
RN-99-099. License resignation effective 8/10/00. Resolution of complaint involving criminal convictions.

Therese Connelly, RN 198915
Haverhill, MA
RN-97-106. Surrender for 3 years effective 7/13/98. Impaired practice.

Disciplinary Actions

Cordia D. Davis, RN 209923
Dorchester, MA
RN-99-142. Probation for 1 year effective 8/31/00. Charged with assault and battery with a dangerous weapon and sentenced to court-ordered probation; admitted falsifying information on application for licensure.

Shirley J. Delehanty, RN 170919
N. Brookfield, MA
RN-00-155. Probation for 1 year effective 3/21/01. Inappropriate and unprofessional interaction with patient.

Victoria Pisani Douglas, LPN 55638
Ashburnham, MA
LN-96-232. Indefinite suspension effective 10/10/00. Failed to adhere to requirements of probation agreement.

Jennie L. Ecker, LPN 54355
Springfield, MA
LN-99-077. Indefinite surrender of right to renew effective 6/4/00, terminated effective 2/15/01; probation for 1 year effective 2/15/01. Inappropriately removed medication from facility emergency box.

Elizabeth P. Farley, RN 230709
Reading, MA
RN-00-045. Probation for 1 year effective 11/27/00. Failed to properly administer medication and document observations and assessment of the patient's pain, need for medication, and response to medication.

Benson Ferdinand, RN 203052
Rochdale, MA
RN-97-157. Suspension for 1 year, stayed, effective 3/8/00. Admitted to sufficient facts to support a finding of guilt on criminal charge of domestic assault and battery.

Margaret A. Fulton, RN 208777
Crowley, TX
RN-00-098. Indefinite surrender of right to renew effective 12/18/00. Discipline by Texas Board for falsely documenting weights of four infants.

Diann H. Gagnon, RN 169772
Springfield, MA
RN-93-040, RN-93-173, RN-96-

167. Revocation of right to renew effective 9/29/00. Terminated from the SARP for failure to comply with SARP treatment contract.

Leslie Garrett, RN 202905
Portsmouth, NH
RN-96-107. Surrender for 3 years effective 2/23/01. Discipline by New Hampshire Board of Nursing for unprofessional conduct and discipline by Florida Board of Nursing.

Barbara J. Gimilaro, RN 233641
E. Boston, MA
RN-99-260, RN-00-138. Probation for 2 years effective 11/16/00. Failed to properly document controlled substances; exhibited signs of impairment while on duty; engaged in unprofessional conduct with resident; failed to respect resident's rights.

Mary Beth Graham, RN 225952
Brentwood, NH
RN-99-149, RN-99-176. Surrender for 3 years effective 4/30/00. Voluntary withdrawal from the SARP.

Mary C. Greer, LPN 20123
Quincy, MA
LN-00-126. Probation for 1 year effective 1/25/01. Failed to properly document results of patient's finger stick for blood glucose and administration of controlled substances.

Valerie L. Harding, RN 187426
Linwood, MA
RN-00-080. Indefinite surrender effective 5/25/00. Criminal conviction for unlawful possession of Class B controlled substance with intent to distribute and conspiracy to violate controlled substances laws.

Barbara A. Hartford, RN 191549
Bradford, MA
RN-99-020. Probation for 1 year effective 6/6/00. Failed to appropriately respond to resident's elevated test results; assess and follow-up on resident's hyperglycemic status; and document resident's clinical condition.

Donna A. Karas, RN 214458
San Diego, CA
RN-99-113. Probation for 6 months

effective 1/24/01. Failed to adequately confirm the identity of a medication to determine whether Norepinephrine was the same medication as Neosynephrine before administering the medication to a post-operative patient.

Rachel Kennedy, LPN 50627
Southwick, MA
LN-99-008. Probation for 3 months effective 7/12/00. Failed to provide documentation of successful completion of mandatory continuing education.

Donna Maria Kerrigan, RN 115934
Billerica, MA
RN-98-174. Probation for 3 months effective 4/7/99. Failed to adhere to accepted standards of nursing practice in role as nursing supervisor. [Probation terminated effective 12/29/99.]

Alice M. Kilpatrick, RN 189162
Bennington, VT
RN-00-115. Indefinite surrender of right to renew effective 5/25/00. Discipline by Vermont Board of Nursing for substance abuse.

Judith E. Komar, RN 185219
Fiskdale, MA
RN-98-141. Surrender for 2 years effective 7/20/00. Unable to practice safely and competently due to cognitive and other functional impairments.

Sandra Ann Langevin, RN 79822
Chicopee, MA
RN-98-154. Probation for 2 years effective 9/22/00. Failed to administer proper dose of medication; appropriately monitor and assess patient or initiate appropriate interventions in a timely manner after discovering medication error; and properly document patient's ongoing clinical status, treatment, and nursing interventions.

Kathleen M. Larvey, RN 129866
Kingston, MA
RN-97-102. Indefinite suspension effective 11/1/00. Failed to adhere to requirements of probation agreement.

Kathleen E. Leonard, RN 198262
Norwood, MA
RN-97-138. Surrender for 3 years effective 7/6/98. Arrested and

charged with illegal possession of Class D and Class E substances diverted from employer.

Deborah Lynn Long, RN 125681
Framingham, MA
RN-00-116, RN-01-042. License revoked for 3 years effective 1/27/01. Discipline by Arizona Board in connection with substance abuse and prescription fraud; failed to adhere to requirements of probation agreement entered into with the Massachusetts Board.

Coeurlida Louis, RN 216974
New Haven, CT
RN-99-032. Probation for 1 year effective 6/13/00. Failed to adhere to accepted standards of nursing practice.

Isis Lucia, RN 168149
Burlington, MA
RN-00-064. Surrender for 3 years effective 10/23/99. Terminated from the SARP for failure to comply with the terms of SARP treatment contract.

Maureen A. Louzan, RN 133415
Scituate, MA
RN-99-094. Probation for 1 year effective 2/8/01. Failed to respond appropriately in emergency situation; improperly used an Ambu bag; ineffectively utilized CPR education and experience.

Catherine T. MacDougall, LPN 39349
Brighton, MA
LN-97-049. Indefinite surrender of right to renew effective 9/13/00. Failed to properly document administration of controlled substances; failed to report and follow up on a missing medication.

Renee B. MacGillvray, RN 91413
Florence, MA
RN-94-180. Resignation of right to renew effective 1/18/01. Nursing practice impaired by physical disability.

Constance M. Mahan, RN 166606
Charlestown, RI
RN-99-259. Probation for 1 year effective 10/3/00. Failed to timely or accurately complete documentation; documented performing a dressing treatment not performed.

Continued on page 10

Disciplinary Actions

Carol A. Major, RN 207603
E. Providence, RI
RN-99-074. Surrender for 3 years effective 5/22/00. Failed to properly document administration and destruction of controlled substances; drug diversion.

Michael R. Maloney, RN 190662
Acton, MA
RN-95-098. Suspension for 18 months effective 11/8/00. Failed to appropriately interact and communicate with psychiatric patient.

Joanne Matte, LPN 56106
Lowell, MA
LN-98-039. Surrender of right to renew for 3 years effective 8/15/00. Drug diversion; falsified and altered controlled substances records; failed to properly document administration of controlled substances.

Janice McCallie, RN/NM 100417
Plattsburgh, NY
RN-00-048. Probation for 1 year effective 6/5/00. Failed to appropriately assess high-risk, pregnant patient and fetus and to analyze and act upon available data.

Donna Myatt, RN 211042
Hull, MA
RN-97-068, RN-00-197, RN-00-205, RN-00-261. Surrender for 3 years effective 7/24/00. Terminated from the SARP for failure to comply with SARP treatment contract.

Beverly A. Norton, LPN 43754
Pembroke, MA
LN-93-126. Surrender for 1 year effective 12/5/94, terminated 9/14/00, probation for 2 years effective 9/14/00. Practiced while impaired; inappropriate administration and documentation of controlled substances.

Maryanne Oliveira, RN 125328
Marion, MA
RN-98-125. Surrender for 3 years effective 7/13/98. Terminated from the SARP based on withdrawal from the Program.

Sharon A. O'Neil, LPN 44246
Lawrence, MA
LN-00-096. Probation for 1 year effective 1/19/01. Administered

medication not listed on patient's medication administration record; failed to document administering medication to patient; improperly backdated documentation of medication administration.

Julie Anne Patterson, RN 185779
Loranger, LA
RN-00-133. Indefinite surrender of right to renew effective 6/21/00. Discipline by Louisiana Board for failure to comply with requirements of recovering nurse program.

Robin J. Richardson, RN 184842
Paxton, MA
RN-99-199. Probation for 1 year effective 9/13/00. Administered excessive dose of chloral hydrate to a six-year-old patient without appropriately verifying the order and having a proper order for the dosage administered.

Jennifer L. Roberts-Barry, RN 182059
Pelham, NH
RN-99-261. Probation for 6 months effective 11/6/00. Failed to take appropriate action after being informed of a discrepancy between newborn's identification band and band of a mother to whom newborn had been delivered for feeding.

Ann Marie Sanford-Gove, LPN 54499
Westford, MA
LN-94-025, LN-95-213, LN-96-122. Surrender of right to renew for 3 years effective 3/10/00. Surrender based on serious and permanent disability that compromises ability to practice as nurse.

Deborah A. Shawdee, RN 198766
Lowell, MA
RN-99-262. Probation for 6 months effective 5/1/00. Failed to take appropriate action after being informed of a discrepancy between newborn's identification band and the band of a mother to whom the newborn had been delivered for feeding. [Probation terminated effective 11/13/00.]

Joyceann Silva, LPN 57506
Somerville, MA
LN-00-047. Surrender for 3 years effective 5/15/00. Engaged in unprofessional and improper

conduct with patient; violated professional boundaries.

Brenda J. Sirois, RN 227175
Milford, NH
RN-00-119. Surrender of right to renew for 3 years effective 6/1/00. Drug diversion from a client's home.

Ellen P. Stanfield, RN 162601
Cape Elizabeth, ME
RN-00-147. Indefinite surrender of right to renew effective 8/31/00. Discipline by Maine Board for drug diversion and attempted unauthorized nursing practice in Maine.

Carol A. Thomas, RN 132026
N. Dartmouth, MA
RN-98-211. Probation for 2 years effective 5/26/00. Failed to adhere to accepted standards of nursing practice for documentation.

Regina Ungewitter, RN 89226
Pittsfield, MA
RN-00-190. Probation for 1 year effective 3/19/01. Failed in her role as director of nursing to implement necessary measures to assess and maintain security of controlled substances.

James A. Vaillancourt, RN 133893
West Hollywood, CA
RN-95-150. Revoked right to renew license effective 9/29/00. Discipline by California Board for substance abuse.

Joyce A. Waterman, RN 229558
Windsor Locks, CT
RN-99-060, RN-99-187. Surrender for 3 years effective 3/24/00. Failed to properly administer liquid tube feeding and intravenous antibiotics.

Carol E. Weatherbee, LPN 36320
Springfield, MA
LN-94-129. Surrender for 3 years effective 11/17/00. Failed to adhere to accepted standards of nursing practice and engaged in unethical conduct related to documentation.

Michele M. Wilson, RN 177654
Lexington, MA
RN-97-154. Probation effective 7/10/00. Failed to adhere to accepted standards of nursing practice relative to documentation and care of pediatric patient. [Probation terminated 7/10/00.]

Following satisfactory compliance with the terms of discipline, the Board has **terminated the disciplinary action previously taken** against the following licensees and as published in an earlier issue of *Nursing Board News*:

Linda S. Anderson, LPN 48270
Tewksbury, MA
LN-00-022. Suspension terminated effective 3/2/01.

Susan E. Baker, RN 204198
Franklin, MA
RN-98-090. Probation terminated effective 4/2/01.

Patricia Berdine, RN 128651
Allston, MA
RN-96-089. Surrender terminated effective 11/8/00.

Judith Mae Bergdorf, RN 92558
Waltham, MA
RN-99-077. Probation terminated effective 4/5/01.

Elizabeth A. Boyd, LN 58426
Braintree, MA
LN-98-058. Probation terminated effective 1/27/00.

Kathleen Broderick, RN 113043
Ludlow, MA
RN-00-022. Probation terminated effective 4/30/01.

Cynthia A. Brown, LN 57273
Hull, MA
LN-98-079. Probation terminated effective 9/1/00.

Margaret M. Chappell, LN 38019
South Boston, MA
RN-96-175. Probation terminated effective 1/11/01.

Linda J. Clad, RN 195566
Panama City, FL
RN-99-040. Probation terminated effective 9/27/00.

Patricia A. Costas, RN 230206
Medford, MA
RN-99-018. Probation terminated effective 1/12/00.

Paula G. Czepiel, LN 16474
Worcester, MA
LN-99-044. Probation terminated effective 12/7/00.

Disciplinary Actions

Noella M. Denise, RN 214388
Haverhill, MA
RN-96-315. Probation terminated effective 7/1/00.

Sandra J. Demand, LN 58441
Haverhill, MA
LN-99-056. Probation terminated effective 11/28/00.

Marielle Desir, LN 56165
Mattapan, MA
LN-99-034. License probation terminated effective 10/20/00.

Diane DiPietro, LN 38671
Holyoke, MA
LN-98-050. Probation terminated effective 10/1/00.

Linda Dubois Green, LN 57091
W. Yarmouth, MA
LN-97-023, LN-97-043. Probation terminated effective 5/22/00.

Janet S. Dumas, LN 16472
Dennis, MA
LN-97-012. Probation terminated effective 5/22/00.

Deborah Ann Dunmire, RN 160535
Medford, MA
RN-98-233. Probation terminated effective 3/20/00.

Keith W. Eggers, RN 155818
Haverhill, MA
RN-94-189. Probation terminated effective 7/17/00.

Joanne B. Fortune, RN 214992
Heath, MA
RN-98-084. Probation terminated effective 3/15/00.

Ann M. Gauthier, LN 54923
Turners Falls, MA
LN-99-035. Probation terminated effective 12/14/00

Ellen F. Hanigan, LN 57316
Marion, MA
LN-96-283. Probation terminated effective 1/5/00.

Janice M. Healy, LN 59437
Worcester, MA
LN-99-066. Probation terminated effective 7/13/00.

Albert P. Hill, LN 44977
Pittsfield, NH
LN-97-041. Probation terminated effective 12/30/99.

Tammie A. Hudson, LN 61455
Belchertown, MA
LN-99-081. Probation terminated effective 2/14/00.

Donna Maria Kerrigan, RN 115934
Billerica, MA.
RN-98-174. Probation terminated effective 12/29/99.

Lynne Karen Laneau, RN 154842
S. Weymouth, MA
RN-92-121. Probation terminated effective 10/12/00.

Joan Lucca, RN 119032
Stratham, NH
RN-98-017. Probation terminated effective 2/8/00.

Michael R. Maille, RN 201678
Dracut, MA
RN-97-213. Surrender terminated effective 9/8/00.

Dorothy Mazzapica, LN 36825
Beverly, MA
LN-98-113. Probation terminated effective 2/27/01.

Lucy M. Mendenhall, LN 53208
Ludlow, MA
RN-97-083. Probation terminated effective 12/31/00.

Lisa Michienzie (Diflamini), RN 217658
Norwood, MA
RN-97-224. Probation terminated effective 12/14/00.

Lauren G. Morris, LN 54177
Farmingdale, ME
RN-96-091. Probation terminated effective 1/1/01.

Carol A. Murphy, LN 40172
Billerica, MA
LN-97-032. Probation terminated effective 12/11/00.

Beverly A. Norton, LPN 43754
Pembroke, MA
LN-93-126. Surrender terminated effective 9/14/00, probation for 2 years effective 9/14/00.

Linda Noyes Little, RN 190667
Lakeville, MA
RN-98-019. Probation terminated effective 6/27/00.

David R. Packard, LN 50042
Harvard, MA

RN-97-059. Probation terminated effective 7/10/00.

Lisa J. Parizeau, RN 229089
Wellesley, MA
RN-99-012. Probation terminated effective 4/14/00.

Sandra Pine, RN 113516
Roslindale, MA
RN-97-112. Probation terminated effective 12/8/00.

Judith Esther Prisby, RN 184916
Bow, NH
RN-96-302. Probation terminated effective 12/31/99.

Doreen S. Rae, RN 132452
Ludlow, MA
RN-98-087. Suspension stay terminated effective 3/19/99.

Janyce L. Reagan, RN 164443
Brockton, MA
RN-92-052. Probation terminated effective 2/13/01.

William J. Riley, LN 56246
Salem, MA
LN-97-074. Probation terminated effective 12/11/00.

Sally J. Sarabia, RN 133494
Weymouth, MA
RN-98-234. Probation terminated effective 12/27/99.

Deborah A. Shawdee, RN 198766
Lowell, MA
RN-99-262. Probation terminated effective 11/13/00.

Lisa Marie Spinola, LN 60103
New Bedford, MA
LN-99-124. Probation terminated effective 2/13/01.

Kathleen D. St. Pierre, LN 51631
Fitchburg, MA
RN-96-285. Probation terminated effective 6/6/00.

Candice Tegart, RN 209664
Richmond, British Columbia
RN-96-217. Probation terminated effective 8/28/00.

Mary L. Turner, RN 84781
Belmont, MA
RN-95-082. Probation terminated effective 5/3/01.

Kathleen M. VanNeil, RN 207477
Webster, NY
RN-96-244. Probation terminated effective 9/28/00.

Catherine A. Warner, RN 193220
Hudson, MA
RN-97-257. Probation terminated effective 3/20/00.

Wilma E. Williams, LN 54417
Lowell, MA
RN-96-311. Probation terminated effective 8/18/00.

Michele M. Wilson, RN 177654
Lexington, MA
RN-97-154. Probation terminated effective 7/10/00.

Disciplinary Sanctions

Probation

The nurse continues to hold a nursing license and may continue work as a nurse, often under monitoring conditions to ensure consumer safety. Examples of such conditions include but are not limited to: practice under the direct supervision of an RN; completion of continuing education; and other activities to remediate a knowledge deficit or to support the nurse in safe practice.

Suspension and Revocation

During the period of revocation or suspension, the nurse may not practice or represent himself or herself as a licensed nurse in the Commonwealth. In all cases of license suspension and for certain cases of license revocation, the Board outlines conditions the nurse must meet should he or she seek license reinstatement after the time of sanction is complete.

Nurses Help Develop Licensure Exam

The Board of Registration in Nursing is pleased to announce the appointment of the following nurses as participants in the National Council Licensure Examination (NCLEX®) development process. By contributing their expertise as item (test question) writers, item reviewers, or passing standard judges, these nurses assist the National Council of State Boards of Nursing to insure the inclusion of NCLEX content which is current, accurate, practice-related and appropriate for an entry level practitioner.

Anne M. Batcheller, Charlestown – NCLEX-RN Item Reviewer
Laurie M. Brown, Chelsea - NCLEX-PN Item Review Panel (alternate)
Mary Teresa Folan, Somerville – NCLEX-RN Item Writer
Anne C. Maguire, Dracut – NCLEX-RN Item Review
Suzanne J. Reidy, Roslindale – NCLEX-RN Item Reviewer
Maureen B. Ricotta, Newton – NCLEX-RN Master Pool Reviewer (alternate)
Lynne Shaw, Sutton – NCLEX-RN Master Pool Reviewer (alternate)
Dolores Vaz, Pawtucket, RI – NCLEX-RN Item Writer, and NCLEX-RN Item Reviewer (alternate)
Virginia Wahl, Northampton – NCLEX-PN Item Writer

As a member of an NCLEX Item Development Panel, nurses learn new test writing skills, exchange ideas with colleagues from across the country, and earn continuing education credits. Panels are conducted throughout the year by the National Council at the Chauncey Group, International, Princeton, New Jersey.

To learn how you can become a member of an NCLEX Item Development Panel, call the National Council Item Development Hot Line at 312-787-6555, ext. 496 or visit National Council's World Wide Web site at <http://www.ncsbn.org>.

Board Meeting Schedule

Board meetings are usually held at 239 Causeway Street, 2nd Floor, Boston, MA beginning at 9 a.m. Room locations will be posted on the second floor. The Board is pleased to accept invitations to meet offsite at schools of nursing or at any agency that employs nurses. Please call the Board approximately one week prior to any meeting to confirm the time and the exact location.

Board meetings are currently scheduled for July 11, September 12 & November 14, 2001 and January 9, March 13 & May 8, 2002.

The Board thanks the nursing administration and staff of the Lahey Clinic in Burlington for hosting the May 2001 Board meeting.



Board of Registration in Nursing

Office Hours

Monday through Friday
9 a.m. to 5 p.m.

General Information

(617) 727-9961

Fax

(617) 727-1630

Web Site Address

www.state.ma.us/reg/boards/rn

PRESORTED STD
U.S. POSTAGE
PAID
PERMIT NO. 55356
BOSTON, MA

Board of Registration in Nursing
Division of Professional Licensure
239 Causeway Street
Boston, MA 02114